An Action Plan

in response to the

Government Policy on the Status of Women in Manitoba

Phase II

Prepared by the Manitoba Women's Directorate

March 1991

Manitoba
Women's
Directorate

91-05559/

THE PREMIER OF MANITOBA

Legislative Building
Winnipeg, Manitoba CANADA
R3C 0V8

March 8, 1991

Dear Manitobans:

This document, the second phase of the Action Plan for Manitoba Women, represents the ongoing commitment of this government to work in partnership with the women of Manitoba.

I made a commitment to this partnership when I announced the Women's Initiative on October 18,1988.

Since that time, Manitoba has emerged as a leader in innovative programs that respond to the needs of women.

We have one of the very few women's policies in Canada.

We have a Family Violence Court that is unique. It has reduced the time for resolution of domestic, elderly and child sexual abuse cases to three months or less. Previously these cases had taken up to fourteen months in the courts.

We have one of the country's most comprehensive funding models for Women's Resource Centres.

We have dramatically increased the funding to emergency shelters for victims of domestic abuse.

We have increased the number of these emergency shelters from three to eleven.

We have improved services to single parents by making provincial programs more accessible.

We have introduced programs so that women entrepreneurs can more easily access credit and develop business skills.

We have celebrated the strengths of Manitoba women through such events as the Premier's Conference for Women, the first ever held in Canada. We will continue to celebrate the contribution of Manitoba women throughout this year - the seventy-fifth anniversary of women's suffrage in Manitoba.

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We will continue to be responsive to needs as they emerge.

When concerns were raised that the present justice system was not adequately protecting the victims of domestic abuse, the Minister of Justice, the Honourable James McCrae, quickly put the Pedlar review into place.

When the Manitoba Women in Government asked that an audit be conducted on the policies and practices of the Civil Service, we responded immediately.

Our record speaks for itself. We will act on recommendations. We will implement change. We will improve services.

We all recognize that the next few years will present challenges to this government as we undertake measures that will bring our provincial spending under control. Choices must be made and a direction set that ensures the long term health of our province.

However, we have clearly demonstrated that making Manitoba a place where all citizens share equally in opportunities is a priority with this government.

We have established an important partnership with Manitoba Women. It is a partnership that we are committed to for the benefit of all Manitobans.

Yours sincerely,

Gary Filmon

Gary Filmon

Minister responsible for
the Status of Women

Legislative Building
Winnipeg, Manitoba, CANADA
R3C 0V8

March 8, 1991

Dear Manitobans:

As Minister responsible for the Status of Women, I am pleased to present "An Action Plan in response to the Government Policy on the Status of Women in Manitoba, Phase II".

In 1988, this government began a broad-based consultation with the women of Manitoba. The Women's Initiative Consulting Committee visited women in 24 communities and listened to presentations from over 1,000 Manitoba women. Their concerns and suggestions were incorporated in "The Women's Initiative, Final Report and Recommendations", which was distributed in March of 1989.

The results of the consultation process led to the development of "The Government Policy on the Status of Women in Manitoba" and a corresponding "Action Plan", both released in March, 1990. Underlying the government policy is the fundamental principle that all citizens, regardless of gender, should have equal access to the opportunities presented in our society.

Through a process of ongoing consultation, the Province has committed itself to the implementation, updating, and revision of the government policy and action plan. By such action, accountability to the women of Manitoba will be ensured.

The Phase II Report builds upon the success of the original action plan. It identifies initiatives that are currently underway, have been successfully completed, and those that are at a formative stage. All relate to the eight fundamental principles articulated in the government's policy and continue to focus on the issues of abuse and family violence, the promotion of equality, services, family responsibilities, career and employment options, education, and decision-making.

The Action Plan, Phase II represents the government's continuing commitment to the promotion of equality for women in the Province of Manitoba. This year this commitment has also been illustrated by the choice of the focus for the celebrations of Manitoba Day. The May 12 celebrations will recognize the importance of both women's suffrage as well as the contribution women have made to Manitoba's heritage.

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In the past two years, our government has undertaken a number of initiatives which have resulted in improved services for the women of Manitoba. The success that has been achieved to date is due, in large part, to the citizens of our province. Through continued consultation and the strengthening of partnerships within the community, the government is kept informed as to the issues of concern to Manitoba women.

Through ongoing cooperation with Manitoba women, we will continue to move toward the day when the full and equal participation of women in our society will have been achieved. I look forward to the continuation of this most important challenge.

Sincerely,

Bonnie Mitchelson

Bonnie Mitchelson

On March 8, 1990, the Government of Manitoba issued "A Statement of Government Policy on the Status of Women in Manitoba". That statement articulated eight fundamental principles that form the basis of government actions and programs affecting the status of women in Manitoba:

- Abuse of women is unacceptable in Manitoba. Family violence is a crime.
- Discrimination against women, on the basis of their sex, is unacceptable in Manitoba.
- Government and the community share a responsibility to provide protections and security for those who were, in the past, denied the opportunity to become secure and independent.
- Women should enjoy equal access to a full range of career options and choices within the Manitoba economy.
- Women ought, as a matter of right, to enjoy equal access to and equal treatment within education at all levels.
- Terms and conditions of employment and of participation in education should recognize the responsibilities for child rearing that parents share in Manitoba.
- Women should have access to enhanced participation in decision-making both to ensure that women's viewpoints are taken into account and to ensure that the community as whole can benefit from the abilities, wisdom and insight that women can contribute at a decision-making level.
- Government efforts to achieve the goals of this policy will be most effective if they are carried out in partnership with individual women and women's groups throughout Manitoba.

The initiatives detailed in this Action Plan Phase II, have been undertaken throughout the Government of Manitoba in response to the Government's stated policy and reflect the Government's commitment to improving the status of women's lives in Manitoba.

WOMEN/ABUSE AND FAMILY VIOLENCE

Policy Guideline

Abuse of women is unacceptable in Manitoba. Family violence is a crime.

The government, in its actions and programs, will move to continue to enhance the protection and assistance available to victims of abuse and to bring the full force of the law to bear on the prevention and elimination of abuse throughout Manitoba, recognizing that — in addition to physical abuse — threats and intimidation are also abuse and are unacceptable.

• Goals	Initiatives	Areas of Responsibility
• **To endorse the philosophy that abuse is a crime and ensure that all Manitobans understand it**	The province of Manitoba endorses the philosophy that abuse is a crime and must be stopped. This philosophy is reflected in all programs of enforcement, prevention, public education and information.	All Government Departments
	A $200,000 public awareness campaign entitled "Abuse is a Crime" was undertaken in February, 1990.	Family Services
	Sentencing in domestic assault cases is closely monitored. The Manitoba Court of Appeal List indicates that successful appeals are being initiated by the Crown requesting lengthier sentences in cases of spousal assault.	Justice

• **To enhance protection for victims of abuse**	Osborne House moved into a new facility in 1989/90 which provides larger and more comfortable accommodation for abused women and their children.	Family Services Housing
	Priority placement policy and procedures for victims of domestic violence have been adopted by Manitoba Housing.	Housing
	On November 15, 1990, Manitoba's Justice Minister appointed a one-person commission to conduct a review of the Justice System's response to domestic violence. A report and recommendations are due April 1991.	Justice
	The Victim Assistance Fund provides financial assistance (non capital expenditures only) to community groups and agencies for programs or projects of benefit to victims of crime, 90% of whom are women. During the 1990/91 fiscal year, approximately $280,000 in grant monies were approved for use by various groups; the projects funded ranged from six months to three years in duration.	Justice
	Examples of projects receiving funds from the Victim Assistance Program during this fiscal year are: • Women's Post Treatment Program continued to receive funding for a three year demonstration project, from June 1989 to June 1992, to expand its services for survivors of incest, abuse and chemical dependency. The grant totals $109,000 over the three year period.	Justice

- Family Survivors of Homicide, a non-profit organization in Winnipeg, received $29,500 to develop and deliver a support program for family members who are survivors of homicide. The duration of the funding is January, 1990 to December, 1991.
- The University of Manitoba received $1,850 for a researcher to conduct a study entitled: Childhood Victimization: Antecedent to Prostitution.
- Feeling Yes/Feeling No, an educational, theatrical presentation for elementary and pre school-aged children, received six months operational funding from January to June 1990, in the amount of $30,000. This presentation is designed to make children aware of improper sexual behaviour and how to deal with it when they encounter such situations.
- The Manitoba Association of Women and the Law received $31,840 to conduct research entitled: The Conduct and Exploration of Gender Equality in the Criminal Courts.
- The Brandon City Police received $166,822 for a three year victim services program to include victims of domestic violence and sexual assault.
- North East Winnipeg Family and Child Extended Social Services (NEW Faces) received $58,325 to hire a sexual abuse treatment coordinator for a two year period commencing February/March 1991.
- The Thompson Crisis Centre received $140,500 to hire two victim advocates to provide general victim services in the Thompson region.
- The Pas Committee on Abuse Against Women which runs Aurora House

received $101,437 to hire a victim witness advocate to develop and deliver a general victim services program to all victims of crime in The Pas area.	
Regulations passed in 1990/91 pursuant to The Amusements Act provide for a new age-restricted category for home videos. Effective January 28, 1991, all new home videos will be classified by the Manitoba Film Classification Board and any containing sexually explicit or tensively violent content will be restricted to persons over 18 years. Age-restricted videos must be labelled and removed from open shelves. New age restrictions are also imposed for videos classified as "Parental Guidance".	Culture, Heritage and Citizenship
During 1990/91, Legal Aid Manitoba broadened and standardized procedures regarding the application/approval process in crisis situations, particularly for domestic violence where prohibition orders are being sought. Under such conditions, rural and urban lawyers may obtain a legal aid certificate number by phone.	Justice
During 1990/91, Legal Aid Manitoba continued regular visits by duty counsel to Osborne House. This is to advise residents about the court/legal process, take applications for legal aid and provide information about police protection where applicable.	Justice
One of the steps initiated to combat abuse of the elderly was the funding of the Elder Abuse Resource Centre of Age and Opportunity. This project is co-operatively funded by the province. The Centre offers	Seniors Directorate Family Services

	counselling and referral to seniors and their families and is developing a resource network in the City of Winnipeg. They will also provide some education and act as a resource for the Province.	
	Financial abuse of the elderly has been targeted by the Manitoba Government as a high priority initiative. Informational and educational packages will be developed in 1991 to deal with this issue.	Seniors Directorate
	Funding for second stage housing projects in Winnipeg and Thompson has been provided for a number of years. Funding will now be provided for outreach workers in six rural agencies who offer second stage services. These workers will provide counselling, follow-up support and referral services to abused women who have left shelters and are moving on with their lives in the community.	Family Services
• **To provide culturally appropriate services**	Ikwe Widdjiitiwin, the first Aboriginal women's shelter for wife abuse victims, was opened in December, 1989.	Family Services Housing
	The Immigrant Women's Counselling Service, which provides counselling in cases of family violence, has received substantial funding increases from $49,000 in 1987/88 to $162,700 in 1990/91.	Housing Family Services
	The Native Women's Transition Centre provides assistance to Aboriginal women, either within the home, or through referral to an appropriate service. Services are aimed at helping Native women to recover from physical, sexual and/or substance abuse, and to assist them in the development of	Family Services

	self-confidence, lifeskills and awareness of available resources they require in order to live independently and to provide care to their children. The Centre receives an annual grant from the Department of Family Services, which amounted to $54,200 in 1990/91.	
• **To stabilize funding for wife and family abuse services**	The Government has undertaken a three year initiative on child abuse which includes increased funding for child sexual abuse treatment programs, specialized training for child abuse therapists and support programs for victims of assault.	Family Services
	In 1989/90 shelter services were restructured to eliminate the satellite category and were reclassified according to small, medium or large size. Core funding was provided and per diem rates were standardized and substantially increased.	Family Services
	At the same time that per diem rates for shelters were increased in 1990/91, a new rental policy for shelters was introduced to bring greater equity in shelter rental rates across the porvince.	Family Services
	In 1989/90 allocations were provided to Osborne House to run a city crisis line and to Ikwe Widdjiitiwin to operate a toll free provincial crisis line for wife abuse victims. The annualized cost for the crisis lines in 1990/91 will be $200,579 and $202,962 respectively.	Family Services
	There were expenditures of $1 million for wife abuse shelter construction in 1990/91 and $1.6 million the previous year. Capital expenditure of $971,000 was approved in 1990 for two crisis shelters.	Housing

	Increased capital funding and improved per diems now support 10 shelters in operation throughout the province, with one more in Parklands anticipated to open in 1991.	Family Services
	Administrative, program, and building standards for the operation of shelters are currently under development. Ongoing consultation with shelters regarding this process is underway.	Family Services
• **To improve court processing of domestic assault cases**	Seminars on domestic assault were conducted at the Provincial Court Judges annual symposium and the Crown Attorney's annual symposium in 1989. In 1990, training was undertaken on the issues of spousal abuse, sexual abuse and gender bias. A joint seminar of Provincial Court and Queen's Bench judges is planned for April 1991 on gender equality with particular emphasis on sexual assault and the criminal justice system.	Justice
	Additionally, Provincial Court judges have been participating in an ongoing program, in conjunction with the Western Judicial Education Centre, dealing with sensitivity to Aboriginal and gender issues in sentencing.	
	The Domestic Abuse Tracking Project Advisory Committee, established in 1989, developed a comprehensive framework and successfully identified funding for a two year tracking project for domestic/ conjugal violence cases from police intake to court disposition and sentencing.	Justice Family Services
	In September 1990, Family Violence Court, a specialized court at the Provincial Court level, was established to deal with criminal charges related to spousal, elder and child abuse.	Justice

Orientation sessions to introduce community service providers to the Family Violence Court and to facilitate a better understanding of its operation will be held at the end of March 1991.	Justice
The University of Manitoba has been contracted to conduct an evaluation of the operation of the Family Violence Court. Quarterly and year-end reports with recommendations are scheduled for the first year of operation of the Court.	Justice
A compendium of national materials currently used in the school system to educate students about the issues of violence against women and family violence is being compiled. Its anticipated date of release is autumn 1991.	Women's Directorate

PROMOTING EQUALITY

Policy Guideline

Discrimination against women, on the basis of their sex, is unacceptable in Manitoba.

The government, in its actions and programs, will move to prohibit and to hold accountable those who practice such discrimination. In its actions, all parts of government must act to avoid and remove all forms of discrimination. In our actions, we will treat harassment and sexual exploitation of women as among the most serious forms of discrimination and will respond accordingly.

• Goals	Initiatives	Areas of Responsibility
• To eliminate systemic discrimination	The Manitoba Human Rights Commission accepts and investigates complaints concerning sexual harassment and discrimination on the basis of sex, marital status or family status. The majority of such complaints are filed by women.	Human Rights Commission
	An external audit of Manitoba's Civil Service classification system and employment practices was undertaken. The purpose of the audit is to improve equal opportunities within the Civil Service and determine if the current classification system and employment processes include systemic barriers against women and other groups.	Civil Service Commission

• **To promote affirmative action**	The Commission offers a series of career exploration, career planning and career pathing programs for women in secretarial, clerical or other traditional occupations who desire to advance or change careers.	Civil Service Commission
	An inventory system has been developed to profile "graduates" of the Commission's career pathing program to match them with opportunities in departments as they become available.	Civil Service Commission
	A Career Development Program has been approved which will promote external recruitment of physically disabled, Aboriginal, and visible minority people. Women are well represented in this program.	Civil Service Commission
	Women continue to make inroads within the Manitoba Civil Service. Currently, women comprise 47% of the Civil Service workforce. In 1989/90: • 66% of all new appointments were women. • 58% of all bulletined, advertised competitions were filled by women. • 61% of all promotions within the Civil Service went to women.	Civil Service Commission
• **To create an equitable work environment**	Pay equity wage adjustments have been completed in the Manitoba Civil Service, and are underway in the four universities, the nine Crown corporations that identified pay inequities, and the 23 largest health care facilities.	Labour Civil Service Commission legislated entities
	Pay equity adjustments have recently been extended to nurses who work in facilities not covered by the Pay Equity Act.	Labour Manitoba Health Services Commission

In December 1990, the government announced its policy to extend pay equity to non-teaching employees in school divisions. To ensure effective pay equity implementation, a policy framework has been developed to guide those divisions that choose to implement.	Labour Education and Training
The Manitoba Human Rights Commission conducts speaking engagements in the community; about 15 are conducted annually with women's groups, job re-entry classes and job training programs. Topics covered include: maternity leave, employment rights and sexual harassment.	Human Rights Commission
During 1989/90, the Civil Service Commission revised its policy prohibiting sexual harassment. During 1990/91, an extensive educational component was developed to launch the new policy throughout the Civil Service. A poster, pamphlet and special bulletin as well as an article in Inside/Outlook, the staff newsletter, were used to inform staff of the new policy. Three-hour training sessions designed primarily to educate managers and supervisors about sexual harassment were offered. Almost 800 persons attended 33 sessions during 1990. These sessions will be continued on an ongoing basis.	Civil Service Commission

	A set of policies and procedures is in place to address any incident of sexual harassment for students and staff of Manitoba's three community colleges and programs delivered by Post-Secondary, Adult and Continuing Education and Training Division branches of Manitoba Education and Training.	Civil Service Commission Women's Directorate Education and Training
	Manitoba is the lead province for the discussion on "Women in the Criminal Justice System" at the annual meeting of Minister's Responsible for the Status of Women. These discussions will focus on women's access to opportunities in the justice system among other issues.	Women's Directorate
	Attorneys General of Canada are conducting a major review of women and justice. Manitoba's Department of Justice and the Women's Directorate are co-operating on the preparation of a section of the report entitled: Justice System Response to Violence Against Women	Justice Women's Directorate
• **To encourage non-sexist language**	Review of all textbooks is part of the normal ongoing screening process (non-sexist language is just one of many areas reviewed by committee before books are purchased). Education and Training has guidelines which they recommend to teachers with regard to resource materials.	Education and Training
• **To make Manitoba's family property laws fairer and more effective**	A family law amendment package was developed and distributed for comment in October 1989. The amendments are designed to ensure equity within the family.	Justice

In March 1990, a majority of the Bills in the Family Law Amendments Package developed in 1989, were passed into law. The amendments reflected changes in family structure and enable family assets and property to be distributed more fairly to current spouses, children and/or dependents at time of death. At the same time, an amendment to the Marital Property Act made provision for interim equalization payments, or other interim orders, prior to final disposition of property during divorce or separation.	Justice

WOMEN & SERVICES

Policy Guideline

Government and the community share a responsibility to provide protection and security for those who were denied the opportunity to become secure and independent by past patterns of discrimination or past inequities.

The government, in its actions and programs, will respond to the special needs of those who, because they were denied opportunities, now find themselves vulnerable or in need. In fulfilling this responsibility government will provide leadership to the community as a whole to ensure that this shared community-wide responsibility is appropriately discharged.

• Goals	Initiatives	Areas of Responsibility
• To provide essential resources to families in need	Since January 1, 1990, single parents in financial need have had immediate access to Manitoba's Social Allowance Program. Single parents are no longer required to depend upon municipal social assistance during the first 90 days of separation or desertion. The uniform provincial program ensures equity and enhances access.	Family Services
	In 1989, the Social Allowances Regulations were amended to exempt the earnings of a child, in full time attendance at school, from the calculation of social allowance benefits for the family.	Family Services

	The Department of Housing in conjunction with Canada Mortgage and Housing Corporation committed 548 new units of non-profit housing in 1990.	Housing
	There have been 490 family units committed and/or constructed in 1990, 75% of which are occupied by single parent mothers and their children.	Housing
	Legal Aid Manitoba further developed the expanded eligibility program initiated in 1989/90. The direct benefits include: no retainer to initiate work by a lawyer; low monthly payments with no interest charges for those who do not qualify for full support; legal aid rates (much lower than private billing rates); and lower disbursements and court-related fees charged by Justice. These means of expanding the eligibility for legal aid are of direct benefit to women, who, on average, have more dependents and lower income.	Justice
• **To assist individuals and families with special needs**	Two hundred and twenty-five seniors units have been committed and/or constructed in 1990/91, 80% of which are occupied by women.	Housing
	As a result of the Elder Abuse consultations, brochures have been developed entitled: Manitoba Seniors Directorate Information Guide and Questions to Ask Your Doctor and Pharmacist on Taking Medication. The brochures are available in English, French, Ukrainian and German.	Seniors Directorate

	A new set of government policies to provide reasonable access for disabled people to government services has been approved. A booklet outlining these policies has been mailed out to public institutions and agencies, and guidelines have been sent to government offices outlining procedures to provide improved access.	All Government Departments
	In the Fall of 1989, Portage Correctional Institution began offering a new parenting program, "Nobody is Perfect", to the female inmates who are actively parenting.	Justice Women's Health Directorate
	Portage Correctional Institute is collecting data on the percentage of female inmates who have been abused in recognition of the relevance of this issue to women who come in conflict with the law.	Justice
• **To provide culturally appropriate services**	Payuk Intertribal Co-operative, an Aboriginal women's housing co-operative, has received $3.25 million in capital financing for two co-operative housing projects. The co-op also received approximately $342,000 in operating subsidies in 1990.	Housing
	In fiscal year 1989/90 Program Recognition funding was doubled. This program provides wage assistance to employers so that immigrants with non-Canadian professional or technical training will have an opportunity to gain Canadian work experience. In 1990/91 54% of the placements were women.	Family Services

• **To provide health care sensitive to women's needs**	The Manitoba Women's Health Directorate has been established which provides a single, central point of responsibility to address a wide range of women's health care issues.	Health Women's Health Directorate
	The Manitoba Women's Health Directorate has developed the first publication of a series on women and well-being, entitled: Menopause and Mid-Life Health for Women.	Women's Health Directorate
	Manitoba Health is pursuing a new mental health strategy to develop and enhance mental health services. Manitoba Health is committed to continue reform of the Mental Health System, including services to those groups experiencing difficulty in accessing the system, e.g. immigrant women.	Health
	The Women's Centre for Substance Abuse of the Alcoholism Foundation of Manitoba offers treatment and prevention programming. River House offers a residential program for chemically dependent women. Christie House offers intake, aftercare, non-residential treatment, family programming, outreach, consultation, training and prevention programs related to women and addiction.	Health
	War on Drugs, a community consultation process is in progress as a result of increased public concern about the nature and extent of drug, alcohol and substance abuse in Manitoba. A focused response to community concerns will include women.	Health

• **To address the issues of reproductive health**	Manitoba is represented on a subgroup of the Federal/Provincial/Territorial Working Group on Women and Health addressing women and mental health.	Health Women's Health Directorate
	The Women's Health Directorate has a focus on reproductive health issues within the health services system of Manitoba.	Health Women's Health Directorate
	Manitoba's Women's Health Directorate participated on a Federal/Provincial/ Territorial Committee on adolescent sexuality. The report is scheduled to be released early in 1991.	Women's Health Directorate
• **To provide access to services throughout the province**	More than 600 government positions will be relocated to rural Manitoba to ensure that government departments are closer to the people they serve.	All Government Departments
	As of September 1989, the unified court system, consisting of Family Division of the Court of Queen's Bench was expanded to major centres in rural areas: Portage la Prairie, Brandon, Dauphin, Swan River, The Pas, Flin Flon, Thompson and Morden. This means family disputes are dealt with by court personnel who are specialized and knowledgeable in this highly sensitive area.	Justice

The Family Conciliation Program offered through the Child and Family Support Directorate, works closely with the Court of Queen's Bench — Family Division and has been expanded provincially to Thompson, Brandon, The Pas, and Flin Flon. This is of direct benefit to custodial parents, many of whom are women, as well as all family members concerned.

Family Services

WOMEN & FAMILY RESPONSIBILITIES

Policy Guideline

Terms and conditions of employment and of participation in education should recognize the responsibilities for child rearing that parents share in Manitoba.

The government, in its actions and programs, will provide leadership in the creation of employment and education environments that are responsive to and can accommodate responsibilities that both men and women share as parents. This will include leadership in the provision of appropriate child care services to meet the needs of working parents.

• Goals	Initiatives	Areas of Responsibility
• **To improve the work environment for parenting families**	The Manitoba Civil Service Commission has many work options which assist employees with balancing work and family responsibilities. Examples are: permanent part-time work with pro-rated benefits, paid maternity leave, flex-time, job share and other options. In 1989/90, relevant work options were reviewed to determine how they could be enhanced to make them as effective as possible for employees with dependents. Many of the items subject to this review have now been taken to the bargaining table during the current round of contract negotiations with the Manitoba Government Employees Association.	Civil Service Commission

• **To support families with child rearing responsibilities**	Changes to the Manitoba Employment Standards Act in December, 1990, make both parents eligible for up to 17 weeks of parental leave. This is in addition to the previously available 17 weeks of maternity leave. Manitoba parents will also be able to take advantage of the improved benefits set out in the recently revised federal Unemployment Insurance Program. Leave is available to employees who have worked for the same employer for 12 months or longer.	Labour
	Also in follow-up to the previous year's review of work options for employees with family responsibilities, the Civil Service Commission approved a new policy entitled: Job Share and Other Part-time Work Arrangements Policy. To assist employees in realizing the options available to them, a communications package is being developed. It includes a pamphlet explaining the policy and two publications entitled: Job Share and Other Part-time Work Arrangements: An Employee Guide and similarly A Manager's Guide. The communications materials will be printed and disseminated during 1991.	Civil Service Commission

	In January 1991, The Civil Service Commission changed its policy regarding length of unpaid Maternity and Parental Leaves. Unpaid Maternity Leave was extended from 20 to 34 continuous weeks and Parental Leave (unpaid) was extended from 10 to 17 weeks. Parental Leave provides for adoptive parents and natural fathers where the leave occurs within a year of the child's birth, adoption or coming into care or custody of the employee. Although leave is unpaid, parents are able to take advantage of improved benefits in the recently revised federal Unemployment Insurance Program.	Civil Service Commission
• **Provision of flexible, accessible day care**	The Child Day Care Program licenses more than 1,000 facilities providing almost 18,000 spaces for children in a variety of public and private day care centres and family day care homes.	Family Services
	In 1990/91, day care centres were offered the largest revenue package ever. This increase was in response to the short-term recommendations of The Working Group on Day Care, a body which was appointed by the Minister of Family Services and included representation from the child care community.	Family Services

	This government supports a balanced system of day care with a special emphasis upon flexibility and accessibility. To this end, additional resources have been provided for increased spaces in centres and homes across the province.	Family Services
	Funds are provided to encourage work-site day care. One time start-up capital grants have been provided to new work-site day care centres at the Canadian Wheat Board, Burns Meats and Assiniboine South School Division/Manitoba School for the Deaf.	Family Services
• **To assist single parents to access jobs, training and employment opportunities**	In 1990/91, the Single Parent Job Access Program (SPJAP) will assist approximately 600 single parents in receipt of social assistance to enter or re-enter the workforce. A combination of group pre-employment programming, work experience placements, and/or skills training options, is offered to help single parents to make the transition from social assistance dependence to permanent employment. The Province contributes $1.9M annually towards this cost-shared initiative, with the federal government providing matching funding.	Family Services

EQUAL ACCESS TO CAREER OPTIONS

Policy Guideline

Women should enjoy equal access to a full range of career options and choices within the Manitoba economy.

The government, in its actions and programs, will strive to ensure that women have full access to all of the career and employment options that exist in the Manitoba economy, and to the preparation, education and training necessary to compete effectively in the labour market and the marketplace as a whole. This must include a sensitivity to and recognition of the value of the contribution that women already make to the community and the economy. The government also recognizes the value of the contribution that women make to the life of Manitoba as homemakers and through their leadership in the voluntary sector of life in Manitoba.

• Goals	Initiatives	Areas of Responsibility
• To implement pay equity within the public sector	Voluntary pay equity implementation for non-teaching staff in school divisions has been given financial and technical assistance by the Government of Manitoba. Pay equity wage adjustments will be available when the evaluation and determination of wage adjustments have been finalized. This will help to narrow the gap between men and women and improve the economic situation for Manitoba Women.	Labour Education and Training

• **To create awareness of women in the trades and promote apprenticeship as a career option for women**	Posters, such as, "Some of the Best Journeymen...Aren't", "A Guide to Apprenticeship", new pamphlets about specific trades, and a video production entitled: Apprenticeship in Manitoba and Women's Work have been completed. A new poster is scheduled for production for the upcoming academic year.	Labour
	The Women and Apprenticeship Advisory Committee is an ongoing committee which identifies barriers to trades employment and training. It permits ongoing gender-specific input into branch policies affecting methods of recruiting women into the trades.	Labour
	The Women's Counsellor at the Apprenticeship Branch provides a workshop once a month at the Women's Employment Counselling Service. The counsellor serves as a resource and support to women apprentices in Manitoba and works proactively to eliminate barriers that limit the participation of women in the trades. Workshops on apprenticeship awareness are conducted for schools, employers and unions.	Labour
• **To enhance and promote women's economic development**	On March 1, 1991, the minimum wage in Manitoba increased by 30 cents to $5.00 per hour. This is a 6.4% increase and places Manitoba fourth in Canada, behind the Yukon, Ontario and Quebec. The maximum amount an employer may deduct from the earnings of a minimum wage earner is $1.00 per meal for food and $7.00 per week for lodging. The minimum wage increase will benefit women.	Labour

Through the Women's Entrepreneurial Initiative, administrative support is being provided to the Women Business Owners of Manitoba in their operational plan to expand into the rural areas of Manitoba.	Industry, Trade and Tourism
The Business Resource Library has expanded its collection to include relevant information for women entrepreneurs.	Industry, Trade and Tourism
Joint federal/provincial funding has been provided for the Women Business Owners of Manitoba to conduct a feasibility study for the establishment of a "Women's Enterprise Centre".	Industry, Trade and Tourism
An interdepartmental committee, chaired by Industry, Trade and Tourism, is developing: Business Development: An Entrepreneurial Strategy for Manitoba Women.	Industy, Trade and Tourism Agriculture Education and Training Rural Development Northern/Native Affairs Women's Directorate Family Services Co-operative, Consumer & Corporate Affairs
Federal/provincial counterpart consultations are underway to discuss entrepreneurial initiatives for women.	Industry, Trade and Tourism
The Business Resource Centre co-ordinates seminars and training sessions for entrepreneurs.	Industry, Trade and Tourism Agriculture

	The Business Resource Centre is developing a database of home based businesses in Manitoba. Future plans include a directory, a display area for the products, and a trade show for interested distributors. This project will interest women as current studies indicate that over 60% of home-based businesses in Canada are started by women.	Industry, Trade and Tourism
• **To increase business women's access to financial institutions**	The Business Start loan guarantee program is directed to women and rural Manitobans. The loans are delivered through financial institutions. Over the five year program there will be $5 million and 2 staff years allocated to Business Start. As of December 1990, 46% of the loans have been taken out by women and/or rural Manitobans.	Industry, Trade and Tourism
• **To increase awareness of programs and services available to women in Manitoba**	Of Interest to Women, a brochure outlining programs and services available for women in the areas of education, training, employment and business was updated in May 1990. Sixteen thousand copies have been distributed.	Industry, Trade and Tourism Women's Directorate
• **To assist farm women as their roles change**	"Farm Equipment Operator for Women", is one of 50 subjects offered through the Assiniboine Community College Agricultural Program.	Education and Training Agriculture
	"Farm Business Challenges '91", an agricultural conference promoted to farm couples, has been allocated $15,000.	Agriculture
	A series of newsletters: Winning the Battle of the Balance has been developed to discuss some of the concerns of rural women. It is distributed throughout Manitoba by rural Home Economists' offices. Agri-food provided $5,000 for this project.	Agriculture

• **To increase awareness of economic issues related to the farm family**	Famex '91 is a year long study to determine farm family living costs and encourage family financial record keeping. The project will involve 250 farm families.	Agriculture

EQUAL ACCESS TO EDUCATION

Policy Guideline

Women ought, as a matter of right, to enjoy equal access to and equal treatment within education at all levels.

Government is involved in all aspects of education in Manitoba, from child care to vocational retraining. In its actions and programs government must strive to ensure that access, environment and the subject matter covered in education at all levels encourage full participation by women. Government actions must enhance awareness and understanding of the range of options that are available to women in Manitoba.

• Goals	Initiatives	Areas of Responsibility
• **To ensure full participation in educational and training opportunities**	A joint meeting of federal, provincial, and territorial Ministers responsible for the Status of Women and Ministers of Education is planned for the fall of 1991. This meeting will further joint efforts to remove obstacles preventing women from participating fully in educational and employment opportunities.	Education and Training Women's Directorate
• **To increase awareness of math, science and non-traditional career options and requirements**	Participation of Girls and Women in Mathematics, Science and Technology, a paper prepared by Status of Women Canada and the Manitoba Women's Directorate, has been widely distributed and used as a basis for encouraging girls and women to continue math and science studies. Seminars are conducted annually to stimulate the interest of young girls and women in this area.	Women's Directorate Education and Training

	The 12 minute video, Now...About My Future, featuring women in science and non-traditional careers is distributed together with a pamphlet and poster to teachers through the Red River Community College Counselling office.	Education and Training
	The new Grade 7 textbook highlighting Manitoba Women scientists will be introduced in the 1991/92 school year.	Education and Training
	Occupational training for priority groups has been undertaken by community colleges (through CEIC funding). Initiatives have included, Human Resource Strategy for Rural Women, Entrepreneurial Skills Training for Women, and Recruitment Initiative for Women in Non-Traditional Programs.	Education and Training
• **To assist immigrant women to acquire English language skills**	An English as a Second Language (ESL) information kit is being developed for use by resource people working with immigrant women and seniors to assist them to provide information and advice on and to ESL classes.	Culture, Heritage and Citizenship
• **To enhance adult literacy**	The Task Force on Literacy identified English as a Second Language and adult literacy as major areas for recommendations in its report. The Manitoba Literacy Council and Literacy Office have been established. The number of adult literacy programs funded provincially has been increased from 10 to 27. These programs are spread throughout northern and rural Manitoba as well as in urban centres. The majority of community-based programs involve Aboriginal learners, 50% of whom are women.	Education and Training

• **To promote the role of women in post secondary education**	The Focus on Education for Women committee, an interdepartmental advisory/lobby group, reviews and makes recommendations concerning the role of women and programming for women within Post-Secondary and Continuing Education.	Education and Training Women's Directorate
	Manitoba has a five year commitment to contribute $66,000 annually to the joint chair of the Women's Studies at the University of Winnipeg and the University of Manitoba.	Education and Training
	Keewatin Community College established a Women's Advisory Committee in March, 1990 to better serve Northern Women.	Education and Training
	Keewatin Community College created a focus on women's programs, including: Women in Non Traditional Careers, Professional Development for Skills Upgrading, Community-based Life Skills and Literacy, as well as a series in personal and community development.	Education and Training
	The Department of Women's Programs was established at Red River Community College in 1988/89 and delivers various courses and programs including: Employment Orientation for Women, the Pre-Technology Program for Women and Alternate Career Training for Women.	Education and Training Labour Women's Directorate
• **To prepare women for non-traditional occupations**	Education and Training Programs are being reviewed to ensure that Aboriginal women are provided with the skills necessary to enable them to access jobs on the Conawapa Dam project.	Education and Training Labour Women's Directorate

WOMEN AND DECISION-MAKING

Policy Guideline

Women should have access to enhanced participation in decision-making both to ensure that women's viewpoints are taken into account and to ensure that the community as a whole can benefit from the abilities, wisdom and insight that women can contribute at a decision-making level.

The government, in its actions and programs, will provide leadership in ensuring greater opportunities for women to participate in decision-making. This shall include ensuring greater participation by women in decision-making throughout government, within the legal system and other public institutions. Through its example, government will encourage greater participation of women at the decision-making levels of the other organizations and institutions in our province.

• Goals	Initiatives	Areas of Responsibility
• **To ensure that government policies reflect the views and concerns of Manitoba women**	The Manitoba Constitutional Task Force will hold public hearings in various locations in Manitoba to follow up on the work of the Meech Lake Task Force. It will also provide advice on priorities for future constitutional negotiations. Women's rights are one of the areas of the Task Force's mandate.	The Government of Manitoba - an all party committee
	The Attorney General invited comments from interested persons on the family law amendment package to ensure all interests were considered prior to third reading. This was in addition to extensive consultation which took place prior to finalization of the package (see pages 12 and 13).	Justice

	The Elder Abuse Task Force has held consultations throughout the province. Women's participation was actively sought.	Seniors Directorate
• **To increase women's participation in government decision-making roles**	An Executive Development Program for women in the Manitoba Civil Service is underway. The program is designed to redress the under-representation of women at executive levels through the establishment of an inventory and offering assessment and career development opportunities. To date 130 women are participating.	Civil Service Commission
	Qualified women are actively sought when positions become available on Apprenticeship Boards and Trade Advisory Committees. At present, four positions out of nine are held by women.	Labour
	The latest appointments to the Provincial and Federal Courts in Manitoba have reflected Manitoba's desire for increased representation by women. The first woman was appointed to the Manitoba Court of Appeal in 1989. Two women were appointed to sit on the Court of Queen's Bench and two were appointed to Provincial Judges Court during the same year, bringing the total number of women judges in Manitoba to nine.	Justice
• **To ensure women's participation in government consultations**	The Aboriginal Justice Inquiry will report in 1991. Funding was made available so that Aboriginal women's groups could make submissions for the consideration of the Commissioners.	Justice Northern/Native Affairs

	The Health Advisory Network was established to provide advice and policy direction on the reform and improvement of health services. Women are well represented on the steering committee and on the various task forces.	Health
• **To ensure that open communication continues between government and women's groups**	The Minister responsible for the Status of Women meets regularly with women's groups to seek their views.	Women's Directorate
	The Minister is participating in community forums on the topics of Women and a Healthy Community and Economic Development, which are underway in various parts of the province. The purpose of the forums is to share information and identify local concerns on these issues.	Women's Directorate Women's Health Directorate Industry, Trade and Tourism Rural Development
	The Premier of Manitoba hosted a conference 'Make it Happen', attended by 850 Manitoba women, the first of its kind in Canada.	Women's Directorate
	The government regularly meets with women's organizations.	All government departments

WOMEN AND GOVERNMENT: THE ESSENTIAL PARTNERSHIP

Policy Guideline

Government efforts to achieve the goals of this policy will be most effective if they are carried out in partnership with individual women and women's groups throughout Manitoba.

The government, in its actions and programs, will strive to build, maintain and enhance the influence and participation of women and women's groups throughout the community. This must involve ongoing consultation with individual women and women's groups to ensure that they have an effective voice in and influence on government policies and programs.

• Goals	Initiatives	Areas of Responsibility
• **To implement government policies and structures that encourage an ongoing partnership with women**	A policy has been developed and approved which provides a clear statement of this government's commitment to equality and justice for all Manitoba women. The Women's Directorate regularly monitors to ensure that government programs and practices reflect this policy.	All Government Departments
	An interdepartmental committee on women's issues, monitors progress of government services and programs for women.	Women's Directorate All Government Departments
	The Status of Women portfolio has been accorded independent status.	Women's Directorate Manitoba Advisory Council on the Status of Women

	The Manitoba Advisory Council on the Status of Women provides an ongoing forum with regional representatives to advise the government on policy issues and to provide regular information exchanges between women's groups and the government. It has undertaken to promote increasing the number of women elected to office by co-sponsoring a conference called Winning Women, from the Home to the House.	Manitoba Advisory Council on the Status of Women
	In recognition of the need for additional resources for rural women, the Manitoba Women's Directorate has established outreach offices in Portage la Prairie and The Pas.	Women's Directorate
• **To support community structures that encourage an ongoing partnership with women**	The Manitoba Government funds four women's resource centres for a total of $479,000 in 1990/91. In addition to Fort Garry Women's Resource Centre and North End Women's Centre in Winnipeg, funding is provided to the Northern Women's Resource Service which operates centres in Flin Flon and The Pas. Pluri-elles (Manitoba) Inc. offers resource services to Francophone women.	Family Services
	Manitoba is an active member of the Federal/Provincial/Territorial Working Group on Aboriginal Women and Economic Development.	Women's Directorate
	Aboriginal women are being included in the development of the Aboriginal Women's Policy/Strategy.	Northern/Native Affairs
	Aboriginal women are being included in the development of The Indian and Metis Urban Strategy.	Northern/Native Affairs
	Northern Women are being included in the planning of the Conawapa Power Project.	Education and Training Labour Women's Directorate

	The government continues to support the Indigenous Women's Collective in their organizational activities.	Northern/Native Affairs
• **To recognize the contribution of Manitoba women**	In recognition of the value of women's contributions in the voluntary sector, relevant volunteer experience is treated as employment related experience when applying for Manitoba Civil Service positions.	All Government Departments
	The Minister responsible for the Status of Women holds yearly consultations with volunteer groups to explore and assess opportunities for more effective support of the voluntary sector.	Women's Directorate
	Person's Day and International Women's Day are formal occasions on which the Manitoba Government celebrates and acknowledges the contributions women have made to our community. As 1991 is the seventy-fifth anniversary of suffrage for most Manitoba women, special events are planned for this year. Manitoba Day, May 12, is designated to celebrate the contributions of Manitoba women.	Executive Council Women's Directorate Culture, Heritage and Citizenship
	The Women's Directorate has provided organizational and administrative support to community organizations concerned with the enhancement of the status of women, e.g. The Farm Women's Conference, Business Women's Week.	Women's Directorate
• **To pay tribute to Manitoba women**	Cabinet has approved, in principle, the dedication of land for the location of a proposed memorial in tribute to women who died by violence . The memorial is to be constructed and maintained by the December 6th Women's Memorial Committee through public donations.	Executive Council